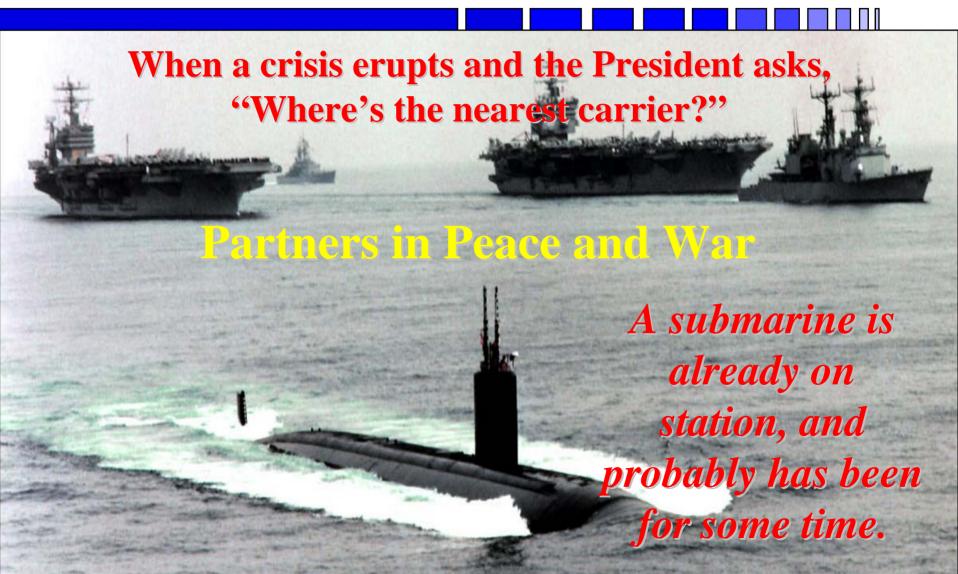




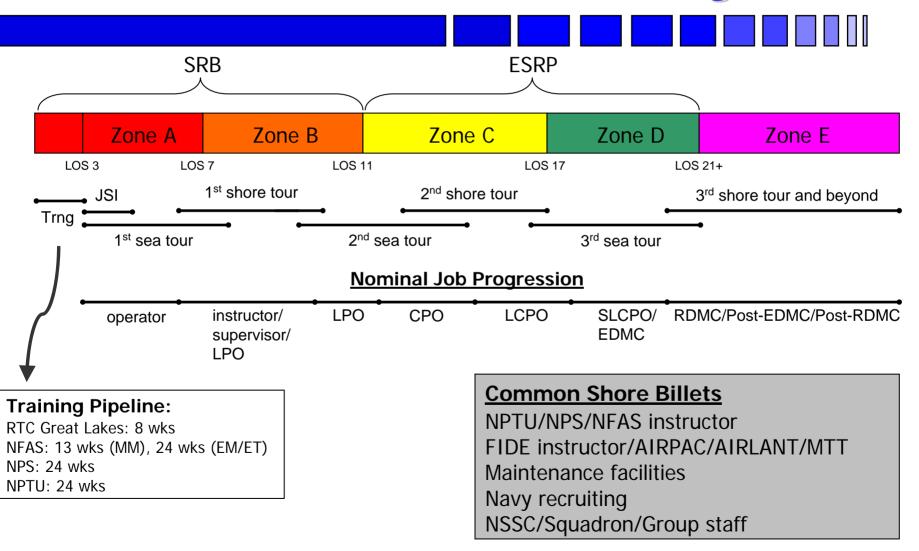
U.S. Submarine and Surface Forces







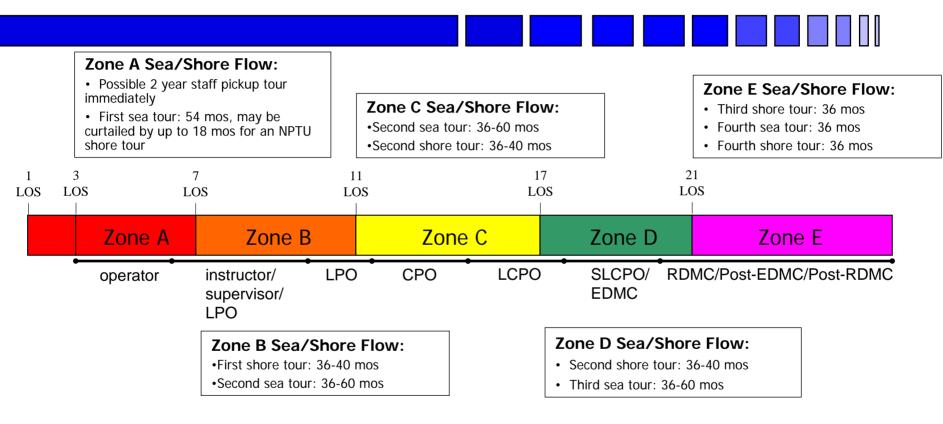
Nuclear Enlisted Career Progression







Sea Shore Flow



LOS – LENGTH OF SERVICE (Based upon Active Duty Service Date)

If your ADSD is 1 Jan 2000

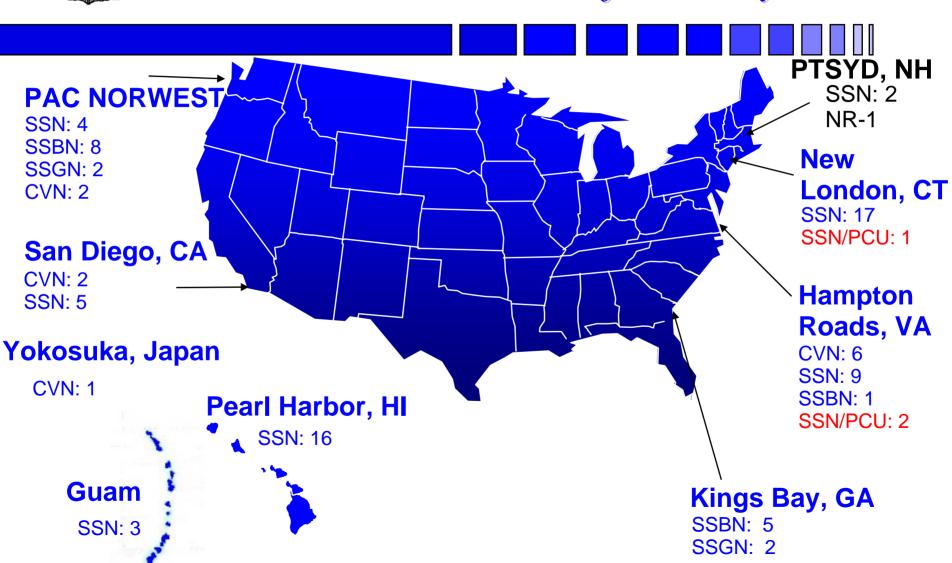
- LOS 1 begins on 1 Jan 2000
- LOS 3 Begins on 1 Jan 2002
- LOS 7 Begins on 1 Jan 2006





Crew Distribution

As of January 2009





Nuclear Field Your First Sea Tour

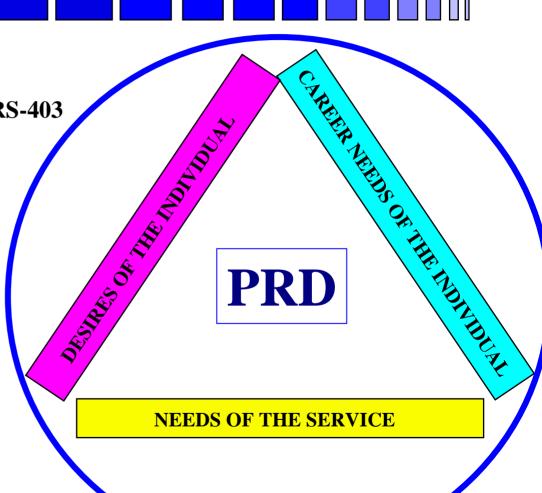
- Operations and Maintenance--Primary Responsibility
- Training and Qualifications
 - Initial (operator) vs. advanced (supervisor)
- Advancement
 - STAR reenlistment provides:
 - » 100% advancement opportunity to E-5!
 - » "2 for the price of 1" 4 yr reenlistment bonus
 - » Only 2 additional years of obligated service (all on shore)
- Reenlistment/Extensions
 - Stay/Leave Decision--Obligate to shore
 - Can waive up to 18 months for NPTU shore duty





Detailing: Mechanics

- PRD (Projected Rotation Date) establishes the playing field
 - This PRD is agreed upon by PERS-403 and the Chain of Command
- Detailing "Triad" then finds the right "fit" via:
 - Slating process
 - » Done at nearly every level of seniority
 - » Ensures "Triad Balanced"
 - » Ensures fair process
 - Nomination process
 - » High visibility assignments
- Our Job is to give every Sailor the opportunity to screen and promote





Nuclear Field Future Assignments

- Must reenlist Zone "A" to get Shore Duty
 - Make your career stay/leave decision while on shore
 - » "Normal" life experience; opportunity to better judge where you prefer to take your career
 - » Opportunity for advanced education
 - » Schools enroute: 3373--ETMS, 3376--RCTQS, 3377--Nuclear Planner
- Looking Ahead--First Shore Duty options
 - Prescribed shore tour length/nuclear enlisted SSF
 - Types of duty, locations, variety of options
 - » Nuclear Instructor--NFAS, NPS, NPTU
 - Most important nuclear enlisted shore duty
 - Master Training Specialist
 - Most Sailors should expect to be instructors at least once during a career.
 - » Other--Tender duty, NRMD, SIMA, recruiting, general instructor duty and shore staff assignments
 - CONSUBPAY ashore requires 14 month return to sea commitment
 - » Can mean keeping \$7,000-\$14,000 over a 3 year shore duty tour

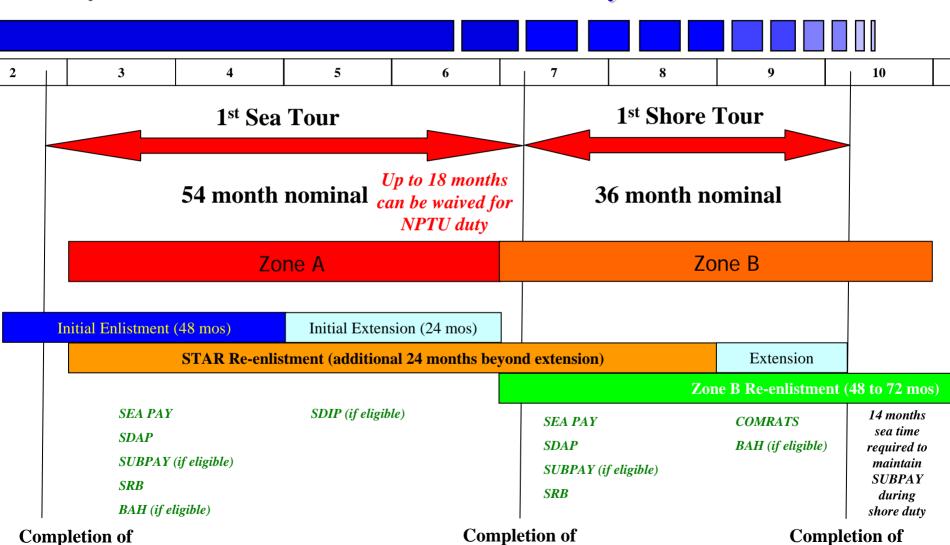




NPTU

1st Shore Duty 1/2 Way to Retirement

1st Shore Tour



1st Sea Tour



Nuclear Field Why Prototype?

- A priority billet
 - Extremely important to the success of the Navy's Nuclear Power Program
- Demanding and rewarding job
 - Feeling of worth; part of a team; clearly focused objectives
- Opportunity to mentor junior Sailors
 - Make a difference in tomorrow's Fleet
- Only duty which allows a submarine Sailor to qualify and stand watch as EOOW
- Outstanding opportunities
 - For advancement
 - » CPO precepts identifies prototype as exceptional duty
 - For advanced education
- Great environment for the family
- Highest SDAP ashore

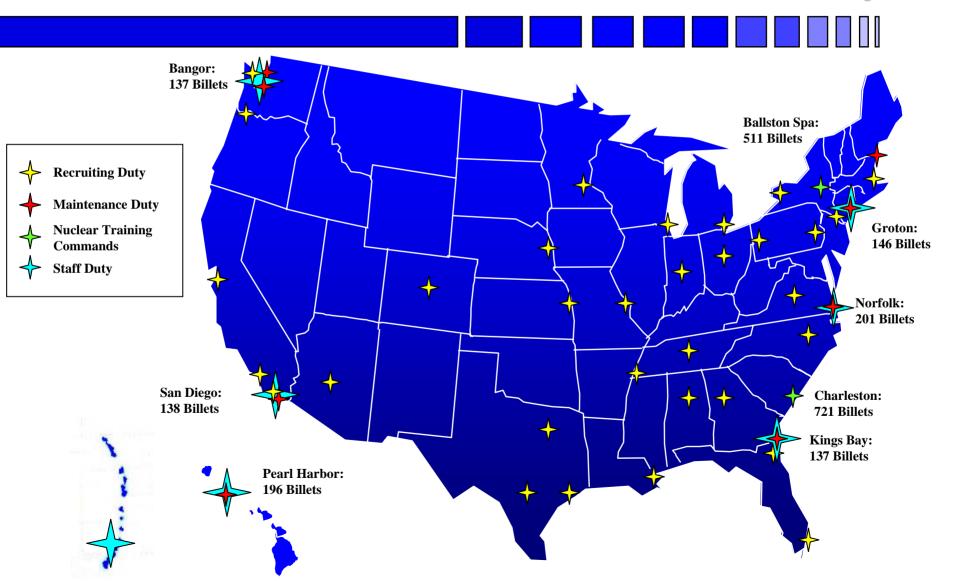








Nuclear Enlisted Shore Duty







2nd Sea Tour Detailing

- Do something different (different ship class or homeport)
 - Variety increases your professional knowledge
 - Improves your chances for promotion
- If not already a CPO, prepare to make it on this tour.
 - Seek opportunities to make you a better LCPO
 - Become a system expert
- Sea-Shore Flow for nuclear Sailors who make CPO during the second sea tour means that they will be expected to do a three-year LCPO tour after advancement.
 - CPO re-distribution
- We expect LCPO's to do a nominal three-year tour with two-years being the minimum. This assures that future EDMC's will be experienced.





CPO Detailing

- **CPO Re-distribution** (Submarine CPOs only)
 - Attempt to maintain same homeport
 - Based on needs of the Fleet
 - Starts with recommendations by Pers 403 to waterfront staffs
 - Brokered and approved by TYCOM
 - Where possible, deployment schedules factor in. Some CPOs may see increase in underway time
 - Some new CPO's ashore may be asked to roll early to sea
- ELT Chiefs will be assigned as M division LCPOs as a rule although sometimes needs of the fleet will require an ELT Chief to lead RL division.
- New CPO's will be sent through LCPO training in Norfolk as part of Permanent Change of Duty Station orders.





EDMC/RDMC Detailing

EDMC Qualification

- New NEC for qualified EDMC and served RDMC's
- EDMC School en route to first EDMC tour

EDMC Assignment

- Based on slate of jobs and recommendation by Pers 403
- Screened and approved by Community Managers
- EXPECTED OF ALL E8's! We promote to those billets so only recommend Sailors for E8 if they are potential EDMC's
- Qualification is independent of screening and approval



Post EDMC/RDMC Detailing

- Types of Nuclear Assignments
 - Training Commands
 - » Plant EDMC
 - » FIDE Instructor
 - » LCPO instructor
 - Squadron/TYCOM Staff
 - New one-year tour on EMORY S. LAND during a full tour at NSSC Norfolk.
- Additional Command Master Chief opportunities (usually after COB tour for submariners).





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Nuclear Field Career Paths Electronics Technician

5

E-4

E-5

E-8

E-7

E-6

SHORE TOUR (36 MONTHS) NEC: 0000, 3359/89, 33X3

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF

BILLET: CMC/STAFF/INSTRUCTOR/MAINTENANCE SUPERVISOR

SEA TOUR (36 MONTHS) NEC: 3359/89, 3363/93

DUTY STA: SSN/SSBN (3363); CVN (3393) BILLET: CMC/COB/DEPARTMENT LCPO

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE
BILLET: INSTRUCTOR/MAINTENANCE SUPERVISOR/STAFF/GENERAL

DUTY STA: SEA TOUR (36-48 MONTHS) NEC: 33X3

BILLET: DEPARTMENT LCPO / DIVISION LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X3

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE

BILLET: INSTRUCTOR/SHIP AND COMPONENT MAINTENANCE

TECH/STAFF/GENERAL/RECRUITER

SEA TOUR (60 MONTHS) NEC: 33X3

DUTY STA: SSN/SSBN (3363); CVN (3393)
BILLET: DIVISION LPO / ASSISTANT LPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X3
DUTY STA: NPTU/NFAS/NPS/IMA/GENERAL SHORE

BILLET: INSTRUCTOR/MAINT. TECH/GENERAL/RECRUITER

SEA TOUR (36-60 MONTHS) NEC: 33X3

DUTY STA: SSN/SSBN (3353); CVN (3383)
BILLET: STEAM/REACTOR PLANT OPERATOR/MAINT. TECH
GOAL: SENIOR IN RATE AND WARFARE QUALIFICATION

SHORE TOUR/TRAINING (82 WEEKS) NEC: 9901
DUTY STA: RTC->NFAS->NPS->NPTU

SOME WILL HAVE 24 MONTH STAFF PICKUP TOUR AT NPTU





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E = 9

E-8

E-6

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Nuclear Field Career Paths Electrician's Mate



SHORE TOUR (36 MONTHS) NEC: 0000, 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF

BILLET: CMC/STAFF/INSTRUCTOR/MAINTENANCE SUPERVISOR

NEC: 3359/89, 3364/94 SEA TOUR (36 MONTHS)

DUTY STA: SSN/SSBN (3364); CVN (3394)

BILLET: CMC/COB/DEPARTMENT LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE

BILLET: INSTRUCTOR/MAINTENANCE SUPERVISOR/STAFF/GENERAL

SEA TOUR (36-48 MONTHS) NEC:

DUTY STA: SSN/SSBN (3364); CVN (3394)

BILLET: DEPARTMENT LCPO / DIVISION LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE

BILLET: INSTRUCTOR/SHIP AND COMPONENT MAINTENANCE

TECH/STAFF/GENERAL/RECRUITER

SEA TOUR (60 MONTHS) NEC: 33X4 E - 7

DUTY STA: SSN/SSBN (3364); CVN (3394)

DIVISION LPO / ASSISTANT LPO BILLET:

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X4

DUTY STA: NPTU/NFAS/NPS/IMA/GENERAL SHORE

BILLET: INSTRUCTOR/MAINT. TECH/GENERAL/RECRUITER

SEA TOUR (36-60 MONTHS) NEC: 33X4

DUTY STA: SSN/SSBN (3354); CVN (3384)

BILLET: STEAM/REACTOR PLANT OPERATOR/MAINT. TECH

GOAL: SENIOR IN RATE AND WARFARE QUALIFICATION E-5

SHORE TOUR/TRAINING (81 WEEKS)

DUTY STA: RTC→NFAS→NPS→NPTU E-4

SOME WILL HAVE 24 MONTH STAFF PICKUP TOUR AT NPTU





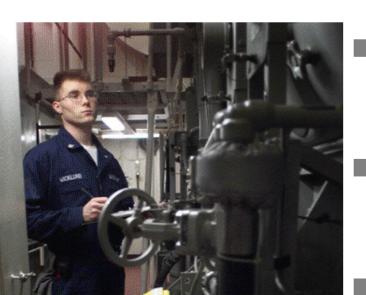
25

E-6

E-5

30

Nuclear Field Career Paths Machinist's Mate



SHORE TOUR (36 MONTHS) NEC: 0000, 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF

BILLET: CMC/STAFF/INSTRUCTOR/MAINTENANCE SUPERVISOR

SEA TOUR (36 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: SSN/SSBN (3365(6)); CVN (3395(6))

BILLET: CMC/COB/DEPARTMENT LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE

BILLET: INSTRUCTOR/MAINTENANCE SUPERVISOR/STAFF/GENERAL

SEA TOUR (36-48 MONTHS) NEC: 33X5(6)

DUTY STA: SSN/SSBN (3365(6)); CVN (3395(6))

BILLET: DEPARTMENT LCPO / DIVISION LCPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/STAFF/GENERAL SHORE

BILLET: INSTRUCTOR/SHIP AND COMPONENT MAINTENANCE

TECH/STAFF/GENERAL/RECRUITER

E-7 DUTY STA: SEA TOUR (60 MONTHS) NEC: 33X5(6)
SSN/SSBN (3365(6)); CVN (3395(6))

BILLET: DIVISION LPO / ASSISTANT LPO

SHORE TOUR (36-40 MONTHS) NEC: 3359/89, 33X5(6)

DUTY STA: NPTU/NFAS/NPS/IMA/GENERAL SHORE

BILLET: INSTRUCTOR/MAINT. TECH/GENERAL/RECRUITER

SEA TOUR (36-60 MONTHS) NEC: 33X5(6)

DUTY STA: SSN/SSBN (3355(6)); CVN (3385(6))

BILLET: STEAM/REACTOR PLANT OPERATOR/MAINT. TECH GOAL: SENIOR IN RATE AND WARFARE QUALIFICATION

SHORE TOUR/TRAINING (71 WEEKS) NEC: 9901

E-4 DUTY STA: RTC→NFAS→NPS→NPTU

SOME WILL HAVE 24 MONTH STAFF PICKUP TOUR AT NPTU

JOUR

LICE





Nuclear Field Compensation

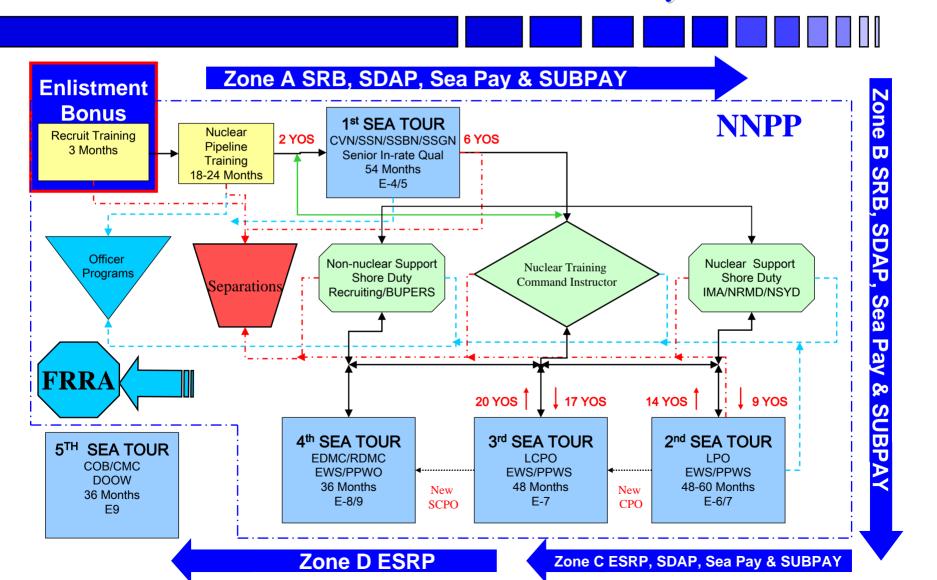
- Base Pay*
- Sea Pay*
- Submarine Duty Incentive Pay (SUBPAY)*
- Basic Allowance for Housing (BAH)*
- Basic Allowance for Subsistence (BAS)*

- **Enlistment Bonus**
- Special Duty Assignment Pay (SDAP)
- Selective Reenlistment Bonus (SRB)
- Enlisted Supervisor Retention Pay (ESRP)

*For current pay tables, BAH calculator, and pay rates see:



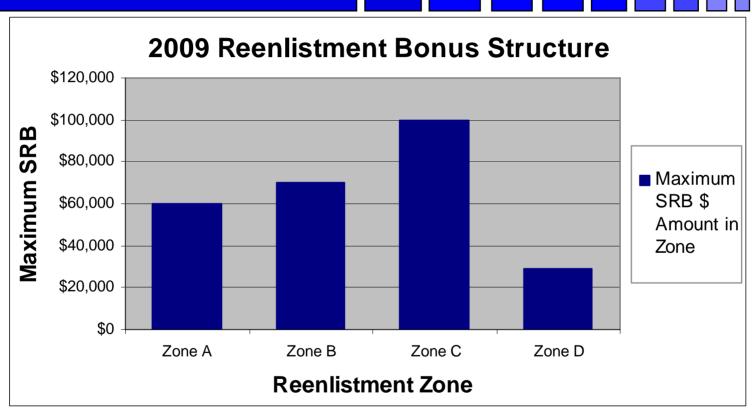
Nominal Nuclear Field Career Path Monetary Incentives







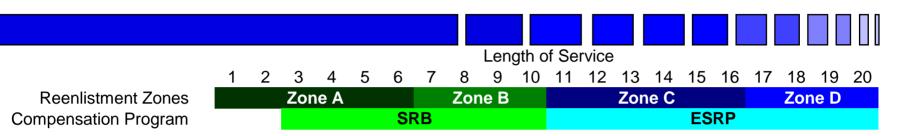
Career Incentives



- SRB and ESRP create a tiered incentive structure
 - Rising incentive for increased responsibility and seniority
 - Target our most critical supervisors (Zone C)
 - Provides an attractive monetary incentive to Stay Navy as a junior Sailor



Nuclear Field Compensation *SRB*



Selective Reenlistment Bonus (SRB)

- Offers financial compensation for service members who perform a critical military skill
- Sailors holding nuclear NECs receive some of the highest reenlistment bonuses in the Department of Defense
- 50% paid up front, remaining amount paid in equal annual installments
- SRB is calculated by the following equation:

(SRB Award Multiple) X (Months of Additional Obligated Service) X (Monthly Base Pay)



SRB Rates as of Oct 2009

ZONE A	NEW SRB MULT	SRB BASIS (E-4, >2 YRS)	ZONE B	NEW SRB MULT	SRB BASIS (E-6, >6 YRS)
ETSS	7.0	\$53,785	ETSS	6.5	\$70,442
EMSS	6.0	\$46,102	EMSS	5.5	\$59,605
MMSS	7.0	\$53,785	MMSS	6.5	\$70,442
ELTSS	8.0	\$60,000	ELTSS	6.5	\$70,442
ETSW	6.5	\$49,943	ETSW	6.5	\$70,442
EMSW	5.5	\$42,260	EMSW	5.5	\$59,605
MMSW	6.5	\$49,943	MMSW	6.5	\$70,442
ELTSW	6.0	\$46,102	ELTSW	5.0	\$54,186



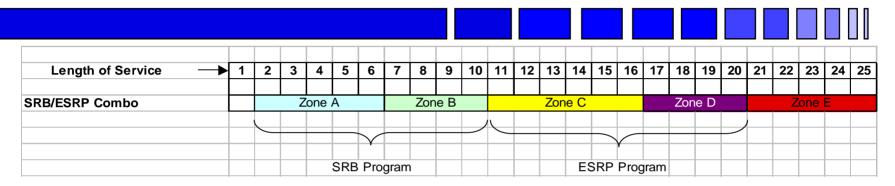
Nuclear Field Compensation *ESRP*

- Critical Skills Retention Bonus (CSRB) is the legislative authority for the Enlisted Supervisor Retention Pay (ESRP) program
 - Allowed the development of a program that will target specific needs and provide a viable "Career Retention" alternative to the civilian market
 - Nuclear Program is first Navy enlisted community to utilize CSRB authority
 - ESRP cap is set to \$100K by policy.





Nuclear Field Compensation *ESRP*



- **ESRP** is designed to retain the "Supervisor Element"
 - Nuclear-trained enlisted supervisors holding an ESRP-designated NEC
 - » Initially offered only for Zone C (10-16 years of service) FY-05
 - » Expanded to Zone D (16-20 years of service) FY-06
 - Eligibility: Must be E-5 or above and hold supervisor NEC (336X, 339X)
 - SRB compensation no longer offered in Zone C
- Payment Plan (same as SRB)
 - Initial payment: 50% of contract award value when reenlistment contract executed
 - Remaining 50% paid in equal annual installments over the remaining contract period
- **■** Bonus Calculation (same as SRB)



Nuclear Field Compensation *SDAP*

■ Special Duty Assignment Pay (SDAP)

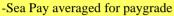
- Provides monetary incentive to Sailors with specific designated skills who are serving in uniquely challenging assignments
- Current SDAP Levels (\$/month):

NEC	Sea Duty	NPTU Instructor Duty	NNPTC/ Shore Duty	Tender Duty	Recruiting Duty
Operator 335X/338X	\$150	\$150	\$150	\$375	\$450
Supervisor 336X/339X	\$375	\$450	\$300	\$375	\$450



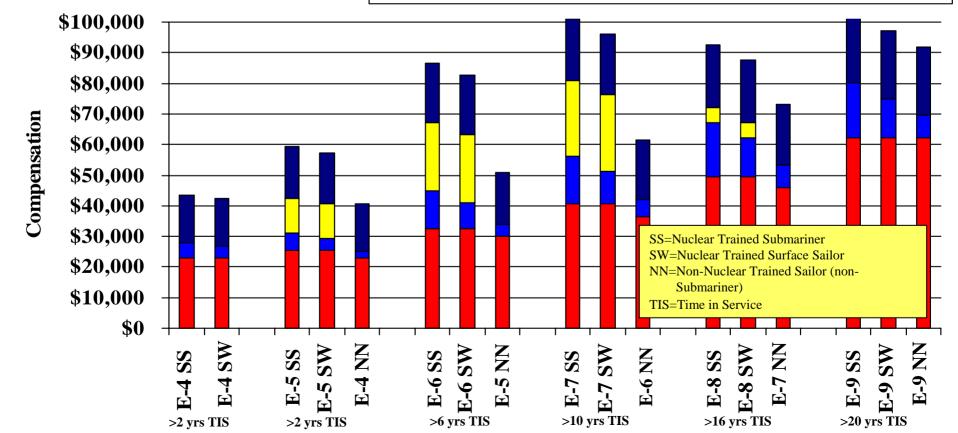


Pay and Allowances As of January 2009



- -Excludes Enlistment Bonus at ~ 2yrs TIS
- -Total Reenlistment Bonus (averaged) annualized over 4 yrs
- -Medical/Dental/Retirement benefits not included
- -Pay Grade/TIS examples represent earliest times

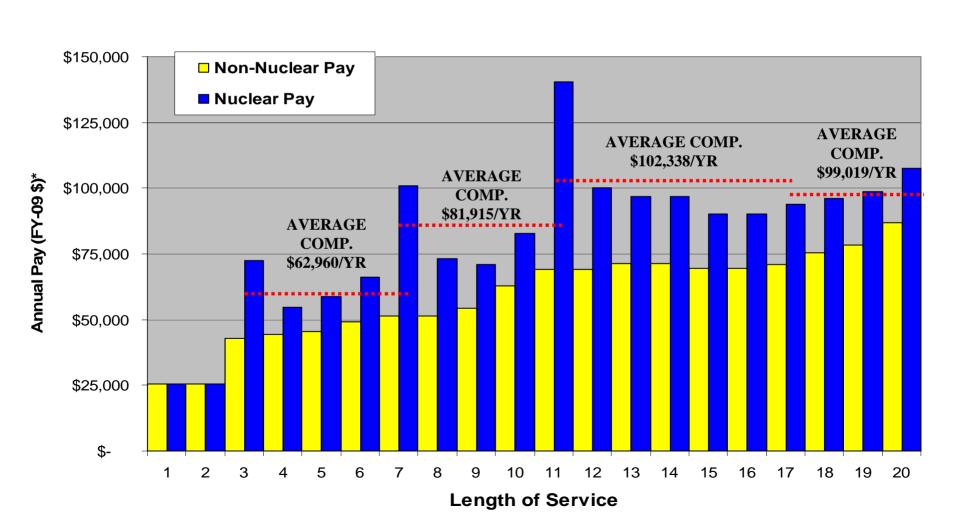








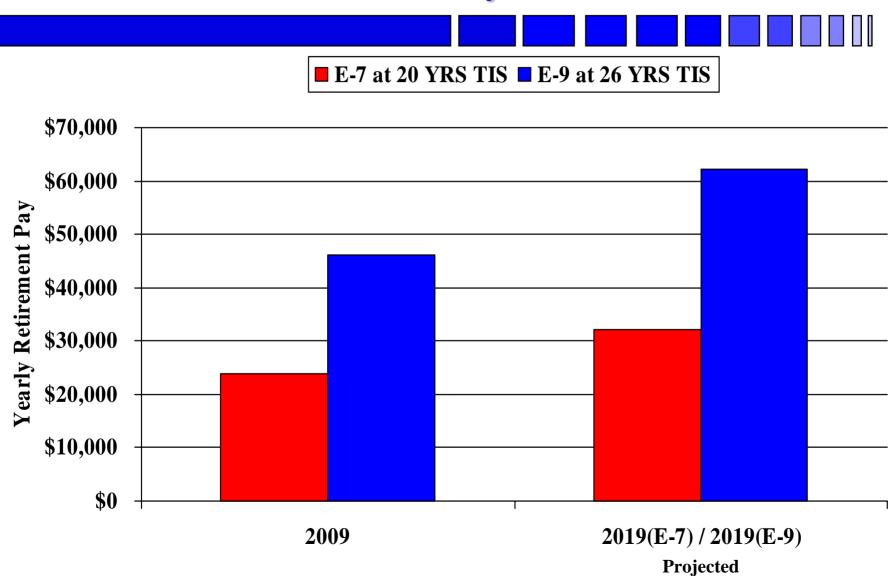
Career Compensation







Military Retirement Benefits





Nuclear Field Education Opportunities

- What should you be looking to gain out of advanced education:
 - Degree, commission, better educated Sailor, pride/self-assurance
 - Better positioned for military and civilian world
- Navy College Program (NCP)
 - Matched with previous nuclear education
 - » Rating Roadmaps
 - » SMART Transcripts
 - 2 year vs. 4 year degree
 - Distance Learning; PACE program
- Monetary Support and Funding
 - Tuition Assistance (TA)
 - » Now covers 100% of tuition costs!
 - Montgomery GI Bill (MGIB)
 - Veterans Education Assistance Act (VEAA)
 - Navy College Fund (NCF)
 - Other monetary support, such as EB
- Charleston and Ballston Spa Education Opportunities



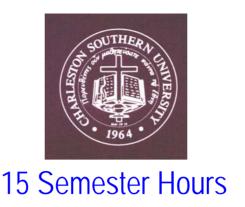


American Council on Education(ACE)

- Purpose of ACE
 - Evaluate military education and recommend equivalent college or vocational credit
- Re-evaluation is required whenever there is a change in curriculum or location











Sample Nuclear Enlisted Credit Acceptance



30 Semester Hours

Over 41 Semester Hours

Amount awarded varies by college:



33 Semester Hours



13 Semester Hours



About 90 Semester Hours





ACE Recommendations for NNPTC

NFAS	C ET	REDIT F EM	HRS MM	NPS	CF ET	REDIT-H EM	IRS MM
Tech Math w/Algebra	3	3	3	Technical Math	4	4	4
DC Circuits	3	3		General Physics	5	5	5
AC Circuits	3	3		Ht x-fer and fluid flow	5	5	5
Digital/microprocessor	4			Nuc Rx Engineering	3	3	3
Electrical	3	3		Atomic/nuclear physics	1	1	1
troubleshooting							
and repair							
Solid state devices	4			Rad Protection tech'y	1	1	1
Electrical machinery		4		Gen'l chemistry/mat'ls	3	3	3
Basic Electronics		4		DC circuits	2	2	
Mechanical Physics			3	AC circuits	2	2	
Steam plant operations			3	Digital principles	2	2	
Basic I&C	4			Electric machines	2	2	
				Applied thermo/Ht xfer			3
				Power plant systems			
				Basic electricity			3
Total	24	20	9	-	30	30	29





Electronic Systems Maintenance Testing

ACE Recommendations for NPTU

NPTU		CREDIT HRS		
	ΕT	ΕM	MM	
Oral Communications	3	3	3	
Industrial Safety	3	3	3	
Basic Health Physics	3	3	3	
Introduction to Power Systems	3	3	3	
Reactor Systems Practicum (U)	8			Totals:
Electrical Systems Practicum (U)		6		ET 06
Mechanical Systems Practicum (U)			8	ET - 86
Reactor Power Systems (U)	3			EM - 85
Troubleshooting Electrical Systems		3		
Troubleshooting Mechanical Systems (U)			3	MM - 75
Total	23	21	23	ELT - 85
				EL1 - 83
ELT School (6 sh)				
Chemistry			3	
Health Physics			3	
ETMO (0. 1.)				
ETMS (9 sh)	•			
Basic	2			
Electronic Service Maintenance System	4			

3



Sailor-Marine American Council on Education Registry Transcript (SMART)

Students receive unofficial SMART at graduation

Delays:

- School changes take up to six months or more after re-evaluation is complete
- About three months to update official transcript after student graduates





Advancement Selection Boards

- NPC Website Single Stop For Advancement information
- www.npc.navy.mil/boards
 - Sustained Superior Performance at Sea
 - Major Command Collateral Duties
 - Varying Platforms
 - Advanced Education
 - Breakout Ranking at Command

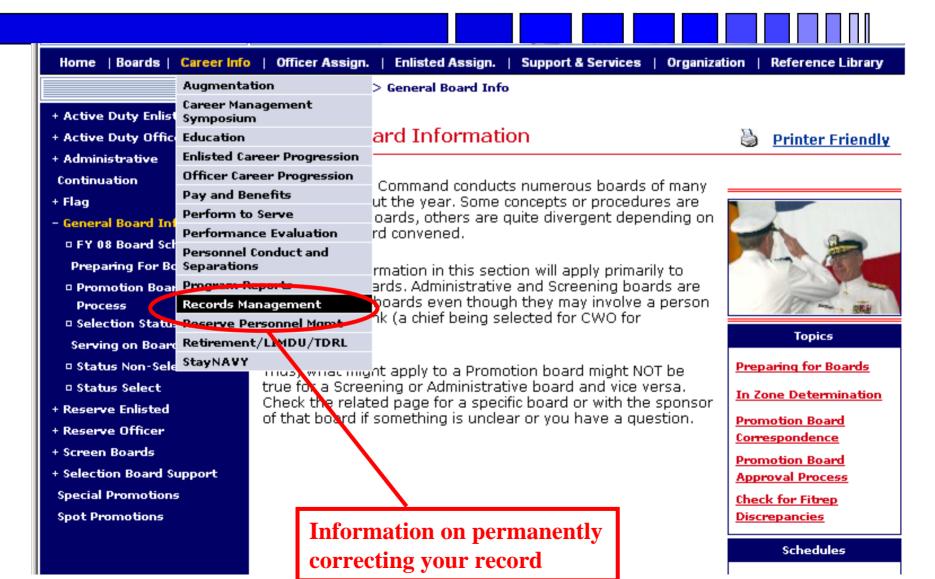
Examine your record 4 months prior to the board.

Members are responsible for ensuring their record is complete!





Record Corrections





N133 Website Stay Plugged In!

- Subpay incentive instruction
- SRB/ESRP NAVADMIN's, Policy Memo, Zone Multiples
- Nuclear Enlisted Programs
- Nuclear Officer Programs
- Nuclear Ratings overview

www.npc.navy.mil

Search on:

Enlisted Assign/Community Managers/Nuclear





PERS-403Contact Information

Nuclear Detailers:	DSN: 882
---------------------------	-----------------

SUB CPO	901-874-3627
3353/63 E-4 – E-6	901-874-3645
3354/64 E-4 – E-6	901-874-3624
3355/65/welder E-4 – E-6	901-874-3628
3356/66 E-4 – E-6	901-874-3630

SURF CPO	901-874-3648
3383/93 E-4 – E-6	901-874-3651
3384/94 E-4-E-6	901-874-3631
3385/95 E-4 – E-6	901-874-3632
3386/96 E-4 – E-6	901-874-2357